



CATHEDRAL
SCHOOLS
TRUST



TRINITY
ACADEMY

Teacher of Art (0.3)

JOB APPLICATION PACK

About CST Trinity Academy

Trinity Academy is a dynamic new school opening in September 2019 in Lockleaze, north Bristol. We aim to offer a world-class education that allows every child to achieve beyond what they thought they could – their absolute best. We believe that true education is about the whole child, learning in everything they do, in and out of the classroom to become happy, confident, successful and engaged adults.

We articulate this vision by giving our community three foci: Head, Heart and Soul.

THE HEAD – A PLACE OF LEARNING

Pupil progress is absolutely central through great teaching and engaged learning. Expert teachers will deliver a broad curriculum to develop students to have a passion for learning and to find success. We will be a national centre of excellence for teaching. Teaching is a craft. In a culture where it is excellent, teachers talk about teaching, teachers observe each other teach, teachers plan, organise, monitor and evaluate their teaching together, teachers teach each other.

All teachers are learners. There is an expectation of full engagement in continued professional development, continued reading and action research. This will involve regular visits to other schools in the Trust. We will encourage and equip you wherever you are in your career through our Teaching School Alliance and there will be opportunities for you to contribute to developing others across the Trust and beyond.

THE HEART – A PLACE OF CARE AND RESPECT

Students will be taught to respect and care for themselves, their community and their environment and we will care for them, ensuring that all students of all abilities achieve their best because they are safe, happy and motivated. A strong emphasis will be placed on belonging to the school community. Our values are extremely important to us at every level of the school. Every adult at Trinity Academy is a pastoral leader. We show care and respect for ourselves by; looking after our own wellbeing including our work life balance; wearing smart business dress; demonstrating consistently high standards of personal conduct.

We show care and respect for each other by; treating pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position, and by demonstrating



consistently high standards of professional conduct, creating a culture of high challenge and high support for colleagues and students. We show care and respect for the environment by modelling the behaviour we expect all to follow.

THE SOUL – A PLACE OF ENGAGEMENT

Whole child learning happens in and outside of the classroom. At Trinity Academy there will be a rich offer of co-curricular opportunities including specialist music and performing arts groups and exceptional sport. Students will find their spark and develop a confidence which will allow them to pursue any further study or employment. We

expect staff to fully engage in the co-curricular life of the school. This will be wide ranging with some groups led by specialist teachers and other groups following the interest staff.

We are looking for passionate teachers who care deeply about young people. In the start up period you will need a 'can do' attitude and be willing and flexible to pick up tasks and roles as required. The school will open in temporary accommodation on the site of Stoke Park Primary School with the new £24 million building expected to open in May of our second year. This is a unique opportunity to contribute to the shaping and delivery of a truly excellent school.



Job Description

JOB TITLE

Teacher of Art (0.3)

RESPONSIBLE TO

Headteacher/
Deputy Headteacher

SALARY

CST payscale

START DATE

September 1st 2019

PURPOSE OF THE ROLE

To embrace the values of Trinity Academy ensuring that every child achieves their absolute best by delivering outstanding teaching of Art.

DETAILS OF THE ROLE

As a new school we are looking for a self starter who is able to work both on their own and with a wider team to create a world class school in Bristol. Our aim is to be a '+1' school for progress, which starts on day one of week one and will be achieved by a relentless pursuit of outstanding learning. Close collaboration across the Trust will help with the development of Schemes of Work and Assessment. We initially open in temporary accommodation and will tailor our curriculum model to match whilst ensuring that our students experience a rich curriculum for the arts both on and off campus.

Newly qualified teachers will follow a full programme of induction to prepare for Qualified Teacher Status. For more experienced applicants there is a programme of staff development and in-service training in the school and across the Trust. We are committed to the professional development of all our teaching staff.

The ability to contribute to other co-curricular areas of Trinity life (eg Team Sports, Music, Drama, Equalities or other co-curricular activities to be agreed) will be desirable.

This job description will be reviewed annually and may be subject to amendment or modification at any time after consultation with the post holder. It is not a comprehensive statement of procedures and tasks but sets out the main expectations of the school in relation to the post holder's professional responsibilities and duties.

Person Specification

AF = Application Form | SP = Selection Process | C = Certificate | R = Reference

CRITERIA	ESSENTIAL	DESIRABLE	EVIDENCE
Qualifications	<ul style="list-style-type: none"> • Good Degree or equivalent • QTS • Commitment to further professional development 	<ul style="list-style-type: none"> • Further professional qualifications 	<ul style="list-style-type: none"> • AF • C
Experience	<ul style="list-style-type: none"> • Ability to teach a wide variety of art • Ability to teach up to KS4 	<ul style="list-style-type: none"> • Ability to teach a number of courses at KS4 eg Fine Art, Textiles, Graphics • Ability to teach a number of courses at KS5 	<ul style="list-style-type: none"> • AF • SP • R
Teaching and learning	<ul style="list-style-type: none"> • Maintain the highest expectations of all students • Effective understanding and use of a wide range of learning styles and recognition of individual learning needs • Effective understanding and use of praise and rewards • Effective understanding and use of monitoring and the use of target setting to inform teaching and learning and assess progress • Effective use of assessment for learning to enhance progress and encourage students to take responsibility for their own learning 	<ul style="list-style-type: none"> • Desire to contribute to the teaching and learning strategic plan for Trinity Academy • Evidence of wider reading and evidence led practise • Ability to teach another subject 	<ul style="list-style-type: none"> • AF • SP • R

CRITERIA	ESSENTIAL	DESIRABLE	EVIDENCE
Personal Attributes	<ul style="list-style-type: none"> • Respectful towards all students, with an unshakable belief in their entitlement to a high quality education, whatever their circumstances and ability • Sense of humour • Team player • 'Can do' attitude • Resilience • The highest standards 	<ul style="list-style-type: none"> • Aiming for Middle Leadership 	<ul style="list-style-type: none"> • AF • SP • R

ABOUT CST



INTRODUCTIONS

Cathedral Schools Trust was established in February 2016 to include Bristol Cathedral Choir School (an academy since 2008) and Cathedral Primary School (a free school that opened in 2013). Headley Park Primary School and Victoria Park Primary School, joined the trust in August 2017 and St Katherine's School joined in January 2019. A brief overview of the schools currently in CST is below:

SCHOOL	PHASE	TYPE	NO. ON ROLL	LOCATION
Bristol Cathedral Choir School	Secondary	Academy (C of E designation)	983 currently rising to 1150 by 2021	College Square, Bristol BS1 5TS
Cathedral Primary School	Primary	Free school (Christian ethos)	241 currently rising to 420 by 2020	College Square, Bristol BS1 5TS
Victoria Park Primary School	Primary	Academy	420	14 Atlas Rd, Bristol BS3 4QS
Headley Park Primary School	Primary	Academy	420	Headley Lane, Headley Park, Bristol BS13 7QB
St Katherine's School	Secondary	Academy	756	Pill Road, Pill, Bristol, BS20 0HU

VISION

The vision for the trust has evolved over time and is based upon the following guiding principles:

- Made up of a broad and diverse range of schools to include primary and secondary and culturally and socio-economically diverse schools, to become a mixed MAT.
- Working towards a critical mass of approximately 5-10,000 children within a local catchment area of greater Bristol.
- Ensuring that in the first instance, we grow through strong partnerships, generating high aspirations for all pupils, especially the disadvantaged, and building on the existing success of the founding schools and the Teaching School Alliance.
- Allowing each school appropriate earned autonomy and individuality, with high levels of trust and collaboration between schools. Understanding the drivers which led us to develop the trust and ensuring that other schools retain their identity but are committed to meaningful collaboration and using the trust to create new opportunities for both children and staff.
- Ensuring staff and children fulfil their potential and all are valued and nurtured.
- Delivering a commitment to creative, aspirant, innovative thought and action, rooted in evidence and action research.

Within the trust, our expectation is for all schools to be committed to:

- The spirit of co-creation.
- Sharing best practice and contributing to improvement in all schools across the trust and within the Teaching School Alliance.
- Appreciation of the importance of music and

the co-curricular entitlement for all children.

- Sharing strengths to raise aspirations and deepen the learning experience for all children within the trust.

Our expectation is for every pupil to have:

- An excellent and inspiring experience.
- An education celebrating a wide range of world views and interpretations.
- Access to enrichment opportunities, in particular around music.

In turn our expectation is for staff to be:

- Recognised and valued.
- Provided with opportunities for learning, career development and opportunities for progression across the trust and the wider education system.
- Listened to with good communication across all levels of the organisation.
- Encouraged to try new ideas and to innovate.

VALUES

We are a values-driven organisation and expect our new Job Role to aspire to our core beliefs. Our core values are outlined below.

Cathedral Schools Trust (CST) wants our children, and all those who work with them, to be safe, happy and to flourish. We will provide an education that encourages young people to be imaginative, knowledgeable, confident, hopeful, and equipped to make significant decisions. We believe that children will benefit if they learn respect and compassion for one another and for the world. We want them to be full of hope and a force for good.

Our children will have an entitlement to a rich and balanced curriculum. Schools will be encouraged

to develop aspects of the curriculum that reflect the needs, interests and aspirations of their community. However, music will play a particularly important role in the life of CST, enhancing the sense of community through performance and celebration.

The trust believes that strong and trusting relationships are at the heart of good education. We hope to create a community of learning that embraces all staff, students and their families, who learn from one another. The focus will be on working in partnership, with a rigorous but collegiate approach to support and challenge amongst school leaders, staff and governors. We will support and build leadership and management capacity, and we will value, nurture and encourage the continual professional learning of staff. We aim to ensure that our staff enjoy working as part of the trust and will actively choose CST as their employer, recognising that they can develop and fulfil their potential. We will always seek to be reflective and to improve.

Our Multi Academy Trust (MAT) will include both community schools and Church of England schools. The trust values diversity and welcomes children of all faiths and none. Our core values of respect, compassion and hope are derived from

the Christian heritage and are congruent with all faiths and non-theistic beliefs. To that end, we prize the particular and distinct identity of our partner schools and believe that the conversations we have as we encourage best practice and celebrate diversity, are right at the heart of our existence. We believe that this will be best achieved in an environment that values trust, kindness and creativity.

This is an exciting opportunity to work as part of a multi-academy trust committed to high expectations and excellent provision for all. The new school will work closely with the other schools in the trust, sharing resources and expertise where appropriate, and the Job Role will be expected to forge strong working relationships with the other CST Headteachers. The Trust provides flexible and adaptable learning and development opportunities for all staff, and is committed to the development of future leaders in education. Professional development is further supported by the work of the Teaching School Alliance as well as external events, e-learning, networking opportunities and cross-trust working.

You can find out about the Trust by visiting www.cathedralschoolstrust.org

